

## Get ready for Title VI Certification for Fiscal Year 23

Title VI prohibits discrimination on the basis of race, color, or national origin in any program or activity that receives federal funds or other federal financial assistance. Title VI certification will roll out for city employees on November 15 and end on December 15. All full-time, part-time, and contract employees must complete Title VI.

Division Directors or any employee needing certifications should email [TitleVI@memphistn.gov](mailto:TitleVI@memphistn.gov).



**Happy Birthday!!!**  
Enjoy your month COM employees.



## National Stress Awareness Day November 2, 2022

National Stress Awareness Day is for you to gain awareness of stress prevention and management. We want you to take care of your mind, body, and spirit. We have provided you with a stress survival guide to ensure you are practicing self-care.

## Relieve Some Stress

Register to win 2 Malco movie tickets.  
There will be 2 winners.

*Go to  
the movies!*

**SCAN THE  
CODE OR**



Visit: <https://forms.office.com/g/D8D4JPzX21>

The City of Memphis also  
offers an employee fitness center.

Union Extended 7a-7p: 2714 Union Ave Ext. 5th Floor

City Hall 7a-7p: 125 N. Main, Floor 2B

Stiles Plant 7a-3p: 2303 N. 2nd St

170 N. Main 7a-7p & Maxson Plant 7a-3p

Email [wellness@memphistn.gov](mailto:wellness@memphistn.gov).



# National American Indian Heritage Month

We recognize the culture and heritage of this indigenous group of people and their significant impact on American society and history.

## Did you know?

1. The largest Native American tribes are the Navajo, Cherokee, and Latin American tribes.
2. In 2020, the Washington Redskins football changed its name to the Washington Commanders and the Cleveland Indian baseball team changed its name to the Cleveland Guardians. They removed the derogatory term that was offensive to those of Native American descent.
3. During WWI code talkers were instrumental in helping the transit top secret information using the Navajo language.

**Do you know the significance of the Native American Headpiece? If you know the answer email [diversity\\_inclusion@memphistn.gov](mailto:diversity_inclusion@memphistn.gov).**

# International Men's Day November 19, 2022

International Men's Day is to show appreciation for a male role model that has impacted your life as we also focus on men's well-being. Demonstrate to the men in your life your love and appreciation.

**Men take a self-care day, have an all-boys day, or spend some time with family and friends. This day is all about you!!**



# National Family Caregivers Month

More than 78 million people are caregivers for family members in need. This month is to celebrate the invaluable contribution caregivers provide to their families and communities. 65 % of women compared to 25% of men are caregivers. If you are a caregiver, take some time to care for yourself so you can help support your loved ones.

Below are support resources available for all City of Memphis employees.

**Concern EAP (Employee Assistance Program) free counseling sessions to assist with psychological stress, grief, relationships, substance abuse, and more. Call 901.458.4000 to schedule an appointment or visit <https://myconcerneap.com/>.**

**TalkSpace Free Online Counseling Via Text, Audio, Or Video Messaging Visit [www.talkspace.com/Memphis](http://www.talkspace.com/Memphis) – keyword “Memphis Employees.”**

**If you need additional help or have questions about City of Memphis benefits, please call 901-636-6800 or email [benefitsquestions@memphistn.gov](mailto:benefitsquestions@memphistn.gov).**



# November 11- Veteran's Day

Did you know that Veteran's Day was originally named Armistice Day? On June 1, 1954, Congress changed the word armistice to veterans to commemorate veterans of all wars. This day allows us to remember all those who have served our country.

Take advantage of the below events in honor of Veterans.



## Veterans Day Concert in the Grove

Friday, November 11, 2022, 4:00-6:00 pm  
at Germantown Performing Arts Center  
1801 Exeter Rd. Germantown, TN.  
Gates open at 3:00 pm.

Enjoy a musical salute to our Heroes!!



## Small Business Saturday November 30, 2022

Small Business Saturday is significant in helping small businesses. Do your part and shop locally

## Sign up for Community Service Leave! PM-62-30

Do you enjoy giving back? Well, as a full-time City of Memphis employee, you are eligible to participate in several volunteer opportunities through our Community Service Leave policy. Employees are eligible for five (5) hours of paid Community Service Leave per pay period. Ten (10) hours per month to mentor/volunteer in one of the City's Partner Programs.

All employees must have management approval based on your division's operational needs. Employees engaged in active disciplinary action within progressively discipline timelines are ineligible to participate in this program. Visit: <https://forms.office.com/g/zNPUEx1gSi>

For more information, contact [lynetra.ross@memphistn.gov](mailto:lynetra.ross@memphistn.gov).





# Wishing you and your family a Happy Thanksgiving!!

Thanksgiving is a time to count and reflect on the past year and be grateful for all the blessings that we are fortunate to have. It's a time for family, and friends, filled with fun and gratitude as it is the start of the holiday season.

**Are you looking to start new Thanksgiving traditions?**

**Here are 5 suggestions:**

1. Give turkeys or hams to families in need.
2. Invite someone or host a family for dinner.
3. Donate to charity.
4. Don't cook a traditional meal. Switch it up, Seafood, BBQ, or Italian menus.
5. Watch holiday movies.

## Friendsgiving

The word Friendsgiving was added to the Merriam-Webster dictionary in January 2020. This dinner is celebrated with friends instead of the family during the holiday season or in place of Thanksgiving.

**If you want to plan your Friendsgiving read the article below:**

<https://www.delish.com/food-news/a33957858/what-is-friendsgiving/>



## World Diabetes Day November 14, 2022

Diabetes is a health condition affecting millions of Americans. Diabetes raises glucose levels in a person's blood which could cause major complications. Complications can lead to blindness, heart attacks, kidney failure, or other side effects. There is no cure for diabetes, but we can do something to prevent it and create a healthy lifestyle. We want to support those living with the condition.

**Things we can do:**

1. Attend yearly doctor appointments
2. Lose weight and become more active
3. Eat healthier food (fruits and vegetables)

WW for Diabetes

**\$0** /mo

\$65.95 value

Individualized support and guidance from a Certified Diabetes Educator.

**Continue with WW for Diabetes**

- Get unlimited 1:1 access to your CDE
- Eat on a totally customized food plan tailored to your individual needs
- Enjoy all the benefits of Digital + Workshops (our full suite of digital tools)

**The City of Memphis has partnered with Weight Watchers. Sign up today and receive a plan for FREE.**  
<https://www.weightwatchers.com/us/cityofmemphis>



# Diabetes: education to protect tomorrow



International  
Diabetes  
Federation



world diabetes day  
14 November

The **rise of diabetes** is putting healthcare professionals under increasing pressure. They need to make the most of the limited time they have to **provide the best possible advice and care** to the millions of people affected by diabetes.

Governments have committed to **ambitious targets** that will guide their action on diabetes over the **next decade**. Investment in the **training of healthcare professionals** is essential to **improve diabetes diagnosis rates** and **quality of life** for people with diabetes.



**1 in 9**  
people will be living  
with diabetes by  
**2030**

Almost  
**1 in 2**  
people with diabetes  
are **undiagnosed**

## WHO DIABETES COVERAGE TARGETS TO BE ACHIEVED BY 2030

- Target 1:** 80% of people with diabetes are diagnosed
- Target 2:** 80% of people diagnosed have a good control of blood glucose
- Target 3:** 80% of people diagnosed have a good control of blood pressure
- Target 4:** 60% of people with diabetes over 40 years receive statins
- Target 5:** 100% of people with type 1 diabetes have access to affordable insulin treatment and blood glucose self-monitoring

**When did you last update your knowledge?**

Access free diabetes education at:  
[worlddiabetesday.org/understandingdiabetes](https://worlddiabetesday.org/understandingdiabetes)  
#WorldDiabetesDay #EducationToProtect

